



Putting Justice to Work

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Via electronic mail

April 15, 2013

Chairman John Kline
Ranking Member George Miller
House Education & Workforce Subcommittee on Workforce Protections
2181 Rayburn House Office Building
Washington, D.C. 20515

Re: *Opposition to "Working Families Flexibility Act"*

Dear Chairman Kline and Ranking Member George Miller:

On behalf of the Legal Aid Society-Employment Law Center (LAS-ELC), I write to express our opposition to the so-called "Working Families Flexibility Act." LAS-ELC is a non-profit public interest legal organization that advocates to improve the working lives of low-wage workers and their families.

"The Working Families Flexibility Act" purports to give hourly workers more flexibility to spend time with their families, by permitting them, through an agreement with their employers, to choose paid time off as compensation for working more than 40 hours in one week. However, if enacted, this legislation would mean that employees would work more overtime hours, while earning less money, without any guarantee that they would be able to take time off when they need it most. The bill would make it easier for employers to avoid paying overtime under the Fair Labor Standards Act, and would permit an employer to veto an employee's request for comp time if the employer believes it would "unduly disrupt" its business. Thus, the bill could leave many workers with less pay and less flexibility to address family needs.

To provide working families with real flexibility and fair wages, lawmakers should support the following proposals: The Healthy Families Act, Family and Medical Leave Act Expansions, National Paid Family and Medical Leave Insurance, The Fair Minimum Wage Act, and The Paycheck Fairness Act.

Sincerely,

Sharon Terman